

Pittsburgh Corning Corporation
P. O. Box 3057
Tyler, Texas 75705

AUGUST 30, 1968

MR. TOMMY L. CARTER
1706 N. HILL
TYLER, TEXAS

NOTE: THIS DOCUMENT DID
NOT COME FROM PPG FILES

IN RE: YOUR REQUEST OF AUGUST 27, 1968

DEAR MR. CARTER:

THIS LETTER IS WRITTEN IN COMPLIANCE WITH YOUR REQUEST OF AUGUST 27, 1968 REGARDING THE REASONS FOR YOUR BEING TERMINATED AS AN EMPLOYEE OF PITTSBURGH CORNING CORPORATION. THE REASONS FOR YOUR TERMINATION ARE AS FOLLOWS:

YOUR VACATION WAS SCHEDULED FOR AUGUST 12-AUGUST 18. YOU WERE TO RETURN TO WORK ON AUGUST 19, 1968. HOWEVER, ON AUGUST 19, 1968, YOU CALLED THIS OFFICE AND STATED THAT YOU HAD NOT LEFT CALIFORNIA. NO ACCEPTABLE REASON WAS GIVEN FOR YOUR FAILURE TO BE IN A POSITION TO GO TO WORK AS REQUIRED BY YOUR EMPLOYMENT ON AUGUST 19, 1968. YOU WERE INSTRUCTED TO CALL THIS OFFICE UPON YOUR RETURNING TO TEXAS. YOU WERE NOT HEARD FROM UNTIL AUGUST 26, 1968. IN OTHER WORDS, A PERIOD OF SIX DAYS ELAPSED BEFORE YOU CONTACTED THIS OFFICE. UPON YOUR CALLING THIS OFFICE YOU WERE INSTRUCTED TO REPORT AND DISCUSS YOUR STATUS.

ON AUGUST 26, 1968, AT 2:00 P. M. THE REASONS FOR YOUR UNAUTHORIZED ABSENCES WAS DISCUSSED WITH YOU AND YOU OFFERED NO ACCEPTABLE EXCUSE FOR BEING ABSENT FROM YOUR EMPLOYMENT. IT WAS POINTED OUT WITH YOU AT THAT TIME THAT YOU HAVE MADE NO CONTACT WITH THIS OFFICE SINCE AUGUST 19, 1968. AT THAT TIME YOU WERE INFORMED THAT YOU HAD BEEN TERMINATED ON AUGUST 24, 1968. THIS WAS IN COMPLIANCE WITH THE TERMS AND PROVISIONS OF THE AGREEMENT BETWEEN PITTSBURGH CORNING CORPORATION, PLANT NO. 7, OWENTOWN, TEXAS, AND THE OIL, CHEMICAL AND ATOMIC WORKERS INTERNATIONAL UNION WHICH IS DATED APRIL 1, 1965. MY ACTION WAS TAKEN UNDER THE TERMS AND PROVISIONS OF THE FOLLOWING SECTIONS OF THAT CONTRACT, TO-WIT:

ARTICLE 3, SECTION 3; ARTICLE 6, SECTIONS 2 AND 4 AND ARTICLE 9, SECTION 4.

MY CONCLUSION AFTER CONSIDERING ALL OF THE FACTS INVOLVED IS THAT YOU HAVE VIOLATED THE TERMS AND PROVISIONS OF THE UNION CONTRACT AND THE COMPANY RULES REGARDING ABSENTEEISM. MY FINAL DECISION WAS NOT MADE UNTIL ALL ASPECTS OF THIS CASE HAD BEEN FAIRLY AND REASONABLY CONSIDERED.

YOURS VERY TRULY,

BB 0001133 1

C. E. van Horne
C. E. VAN HORNE
WORKS MANAGER

CEVH:DM

P I T T S B U R G H  C O R N I N G